

Minutes of the HUMAN RELATIONS COMMISSION EXCHANGE held on WEDNESDAY, May 5, 2004, 6:00P.M., at the Tempe Public Library, 3500 S. Rural Road, Library Program Room, Tempe, Arizona.

Present:

City of Tempe

Shana Ellis
Hassan Elsaad
Louis Olivas
Joel Navarro
Gail Paredes-Ewen
Linda Ritland
Rosa Inchausti-Staff
Andrea Groves-Staff

City of Chandler

Gina Hill
Zarreen Saleem
Joel Munter
Leah Powell-Staff

City of Mesa

Victor Burrola
Sharon Corea
Fernando Cordova
Ruth Giese-Staff

City of Phoenix

Rory Gilbert
Kirk Baxter
R.J. Shannon
I. Godwin Otu-Staff

City of Scottsdale

John Tutelman

Guests

Will Manley, Tempe City Manager
Shelley Hearn, Tempe Interim
Media Relations Director

Meeting convened at 6:05 P.M.

TEMPE HRC CHAIR DR. LOUIS OLIVAS called the meeting to order and introduced the City of Tempe City Manager, Will Manley, to give the welcome.

Welcome by Will Manley

Tempe City Manager Will Manley welcomed commissioners to the City of Tempe and provided a brief synopsis of the accomplishments of Tempe's Human Relations Commission:

- 1) Problems in Tempe's Public Works Department were brought to the attention of management by the HRC. Tempe's Human Relations Commission played a major role in getting those problems resolved.
- 2) The first step in a solution is recognizing the problem. People can then work together to solve it. Tempe's HRC helped make that transformation in this organization.

Call to the Public

None.

Tempe Human Relations Commission Overview

After asking everyone in attendance to introduce themselves, Tempe HRC Chair Dr. Louis Olivas invited Tempe HRC Vice-Chair Gail Paredes-Ewen to provide a brief history of the Tempe Human Relations Commission:

HRC History and Initiatives

- 1) The Tempe HRC was established in 1995.
- 2) Originally staffed by the Mayor's Office, the commission now teams with the Diversity Office to promote diversity in the Tempe community.
- 3) The commission coordinates the MLK Brunch and Tempe Talks Programs. The Tempe Talks Program, created in 1998, has two components: Diversity Dialogue and Community Conversation.

- 4) The Tempe HRC reports directly to the Mayor and Council. The commission meets once a month with the Finance and Diversity Council Committee to provide updates on the commission's activities.

General Discussion regarding the Tempe Human Relations Commission included:

- Phoenix HRC was pleased to learn that Tempe's HRC report directly to Mayor and Council. Although they are able to communicate to their Phoenix Mayor on significant issues, most of their work is done under the Equal Opportunity Department.

Diversity Department

Diversity Manager and staff to the Tempe HRC, Rosa Inchausti, presented information on Tempe's Diversity Action Plan and the Diversity Office. Some highlights include:

- 1) The City hired Jamieson & Gutierrez as an outside consultant to conduct a city wide diversity audit. The results of that year-long audit were presented to Council in 2002.
- 2) The Diversity Office, established in August of 2002, serves as a Safe Haven for City employees in regards to issues of discrimination and harassment. In addition, the Diversity Manager oversees the implementation of the Diversity Action Plan. The Department's Diversity Specialist plans and coordinates all diversity related events and activities. For updates on activities in the Diversity Office, go to their website at www.tempe.gov/diversity.
- 3) The Diversity Manager also chairs the Diversity Steering Committee. This committee was established in 2002 and includes representation from all of Tempe's employee groups, the legal department, the finance department, the City Manager, and HR. The committee developed a Diversity Action Plan to address concerns in five strategic areas as identified in the audit: inclusion, bias, good old boy network, promotion, and conflict.
- 4) The City conducts Mandatory Skills Training (MST) for all Managers and Supervisors. MST is the City's diversity training and has also been made available to all interested employee.
- 5) The City of Tempe has also created a 5-Sided Partnership to represent the voice of every employee in the decision-making process. This 5-Sided Partnership consists of representatives from Tempe's Employees' Council, the Supervisors' Council, the Tempe Officers' Association, the International Association of Fire Fighters, and Tempe's Senior Management Team.
- 6) Each City of Tempe department develops and implements its own Diversity Action Plan tailored to the specific needs of the department while following the Diversity vision of the organization

General Discussion regarding the Diversity Office included:

- Chandler HRC commission inquired how the Diversity Manager interfaces with the HRC. The Diversity Manager works closely with the HRC on community issues. For example, Tempe Police Department wanted community feedback on the hot topic of day laborers. Rosa Inchausti contacted the HRC and organized a meeting with representatives from the Police Department. A Community Conversation on Day Labor Issues was an event that resulted from that meeting. The HRC was instrumental in getting the feedback Tempe Police requested.

Finance and Diversity Council Committee

Tempe HRC Chair Dr. Louis Olivas mentioned that the HRC meets once a month with Councilmembers Pam Goronkin and Len Copple. The Tempe Council is interested in the activities of the HRC. The regular monthly meetings with the Finance and Diversity Council Committee helps give the commission a healthy system by which to bring issues forward to the attention of the Mayor and the Council.

Revisit HRC Regional Strategic Plan from April 9, 2002

Tempe HRC Chair Dr. Louis Olivas led discussions on the six issues identified for action. Those issues were more Public Involvement and Awareness of Diversity, Day Labor, Hate Crime Education, Diversity Education for Youth, Religious Intolerance and Changing Demographics:

General discussion on day labor issues included:

- A Mesa HRC commissioner replied that he sat on the day labor subcommittee; but it seems like the City of Mesa only laid the groundwork for other cities. The City of Phoenix has been successful in establishing a Day Labor Center. A Scottsdale HRC Commissioner who works as a Prosecutor for the City of Phoenix added that the center is working out very well; however, among the issues associated with the center includes day laborers being victimized by employers not willing to pay and the increased competition among the day laborers for the few jobs remaining. Some are starting to congregate outside of the camp hoping that they will be seen first by employers.
- Chandler HRC commissioners stated that the day labor issue is now beginning to grow in Chandler. The commission is working on identifying their role in addressing the issue.
- Tempe HRC Commissioners replied that the day labor situation will get worse in that more day laborers will be seen on the street corners and more people will begin to complain about them. Each city will have to develop its own strategy for addressing the problem.

General discussion on the six issues included:

- Commissioners from several cities expressed concerns that the Regional HRC should revisit the six issues since they were hot topics back in April of 2002. Many in attendance were not involved in April of 2002 and perhaps feel that they are no longer issues.
- Others felt that nothing really has been accomplished with the six issues identified and suggests revisiting and forming subcommittees on the same issues before creating new ones. Other suggestions included picking one or two issues and bringing in experts to speak to those topics or prioritizing the issues and addressing them one at a time. Many feel that the Regional HRC should determine which issues require resource sharing and which require further research. For example, the state of California has at least eight years of history on the day labor issue that the commission can tap into if the day labor issue is still of interest.
- The Regional HRC agreed that an effective way to communicate and share resources is through a list-serve. Joel Munter from the Chandler HRC replied that he has established a Regional list-serve, but it has not been used much.

CONSENSUS/ACTION ITEMS:

- 1) The Regional HRC has asked Joel Munter to take the lead in reactivating the listserv and sending out invitations to sign up. The list-serve is a means for exchanging information only, not to conduct business. All commissioners and staff members are encouraged to sign up and post information to the list-serve.
- 2) The Regional HRC agreed to continue to participate in the East Valley Regional Unity Walk and to make it bigger and better. When the Regional Unity Walk Planning Committee forms, Ginny Belousek, Tempe's Diversity Specialist and committee Chair, will contact each HRC for volunteers to serve on the committee.

- 3) The Regional HRC agreed to form a subcommittee to finish the Public Service Announcement (PSA). They agreed that images of the East Valley Regional Unity Walk should be a part of that message. The PSA should have testimony or photos from Mayor and Council or at least photos of Council from the cities that participated in the Regional Unity Walk. The PSA storyboard should have 30 seconds of information. Volunteers to serve on the PSA subcommittee are:
- John Tutelman from the Scottsdale HRC. He has also agreed to Chair the subcommittee.
 - R.J. Shannon from the Phoenix HRC.
 - Victor Burrola from the Mesa HRC.
 - Fernando Cordova from the Mesa HRC.

The subcommittee has asked for a copy of the video tape and photos of the East Valley Regional Unity Walk. The City of Tempe's Diversity Office will forward those materials to the Chair of the subcommittee. The PSA project will be divided into two phases. Phase I should be completed by August of 2004 and will be sketches of the storyboard. The City of Chandler volunteered to host an informal Regional HRC meeting in August to review the PSA. This should be the only item on the agenda. The Phase II of the PSA should be completed by October 2004. The completed PSA will be reviewed and approved by the Regional HRC at the October meeting hosted by the City of Scottsdale.

- 4) The Regional HRC agreed to form a subcommittee on the Day Labor issue with subtopics of Impacted Family & Youth and Health & Economic Disparity. This subcommittee will speak to the history, public safety policy and the legal constraint of the issue. How have other communities dealt with this issue? Since the Tempe HRC recently hosted a Community Conversation on Day Labor Issues, the subcommittee asked for a copy of that video tape. That event hosted in conjunction with honoring Cesar Chavez, featured a panel discussion with a representative from Maricopa County Sheriff's Office, Tempe's Assistant Police Chief, a social services representative from Centro de Amistad in Guadalupe, a person who hires day laborers and a representative from a business who is impacted by day laborers waiting to be picked up for work. Volunteers to serve on the Day Labor subcommittee are:
- Rory Gilbert from the Phoenix HRC.
 - Virginia Pesqueira from the Tempe HRC.
 - Fernando Cordova from the Mesa HRC.
 - Joel Munter from the Chandler HRC.
 - Scottsdale HRC will choose a representative later.
 - Gilbert HRC will choose a representative later.

The subcommittee will have to choose a Chairperson; however, Joel Munter asked the City of Tempe Diversity Office to send the tape to his attention. This subcommittee will also take the lead in posting to and gathering information from the regional list-serve on this topic. The subcommittee should be ready to present its report with handouts by October of 2004.

- 5) The Regional HRC wants to extend an invitation to outline cities (i.e. Glendale, Peoria, Queen Creek) to join the regional HRC discussions. These cities should be invited to the next Regional HRC Meeting. R.J. Shannon from Phoenix HRC and Joel Munter from Chandler HRC volunteered to assist the regional committee with outreach to the west-side and outlining cities.

Closing Comments and Adjournment

Tempe HRC Chair Dr. Louis Olivas invited commissioners to evaluate today's meeting:

- 1) The Regional HRC was able to narrow the six issues identified in April of 2002 to the PSA and the Day Labor issue.
- 2) The Regional HRC will outreach to outline and west-side cities in the Valley to get them involved.
- 3) The Regional HRC feels that now they have a vision and a focus.

The Phoenix HRC commissioners praised the efforts of the Tempe HRC and the Diversity Office in ensuring that everyone feels that they are being treated with dignity.

The next Regional HRC Commission Exchange will be held in October and will be hosted by the City of Scottsdale. There will also be an informal meeting in August hosted by the City of Chandler.

The City of Chandler will host the next Regional meeting on Monday, August 30, 2004 from 6:00 pm – 8:00pm, at the Chandler City Council Chambers , 2nd Floor of the Chandler Public Library, 22 S. Delaware St. (Dinner will be available at 5:30pm.)

Meeting adjourned at 8:07 P.M.

Respectfully submitted by:
Andrea Groves
City of Tempe Diversity Office Assistant

Reviewed by:
Rosa Inchausti
City of Tempe Diversity Manager